DOCUMENT RESUME

ED 087 341 HE 005 144

TITLE	Agreement Between Central Michigan University and Central Michigan University District of Michigan Association of Higher Education.
INSTITUTION	Central Michigan Univ., Mount Pleasant.
PUB DATE	30 Mar 70
NOTE	24p.
AVAILABLE FROM	Office of the Vice President for Public Services, Central Michigan University, Mt. Pleasant, Michigan ($0.50)
EDRS PRICE	MF-$0.65 HC-$3.29
DESCRIPTORS	Collective Bargaining; Collective Negotiation; Contracts; *Faculty Promotion; Grievance Procedures; *Higher Education; *Leave of Absence; *Negotiation Agreements; Teacher Salaries; Teaching Load; *Universities; Working Hours
IDENTIFIERS	*Central Michigan University

ABSTRACT

This document presents the agreement between the Central Michigan University (CMU) and Central Michigan University, District of Michigan Association of Higher Education. The agreement covers the purpose and intent, recognition, aid to other collective bargaining agents, deduction of district dues and initiation fees, special conferences, grievance procedure, off-campus courses, correspondence courses, teaching opportunities in addition to semester teaching, mini-session, teaching load and related responsibilities, academic year, university calendar, professional awards and distinguished professorship, sabbatical leaves, sick leave, funeral leave, necessity leave, life insurance, disability income benefit, retirement, retirement benefit, fee remission, hospital and surgical insurance, vacations, accident insurance, conference for assistance to nontenured faculty members, promotions, salary, strikes, validity, effective dates, contract documents, supplemental agreements, termination of agreement, letters of agreement, and an overview of CMU. (MJM)

ED 087341

Agreement Between

Central Michigan University

and

Central Michigan University

District of Michigan

Association of Higher Education

HE 005 144

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY.

TABLE OF CONTENTS

The Agreement

Preface	3
Agreement	4
Purpose and Intent	4
Recognition	4
Aid to Other Collective Bargaining Agents	4
Deduction of District Dues and Initiation Fees	5
Special Conferences	7
Grievance Procedure	8
Off-Campus Courses	11
Correspondence Courses	12
Teaching Opportunities Additional to Semester Teaching	12
Mini-Session	13
Teaching Load and Related Responsibilities	13
Academic Year	13
University Calendar	13
Professional Awards and Distinguished Professorship	13
Sabbatical Leaves	14
Sick Leave	14
Funeral Leave	17
Necessity Leave	17
Leave of Absence Without Pay	18
Military Leave	18
Leave for Court-Required Service	19
Maternity Leave	19
Life Insurance	20
Disability Income Benefit	21
Retirement	22
Participation	22
Mandatory Retirement Age	22
Retirement Benefit	22
Fee Remission	23
Hospital and Surgical Insurance	23
Vacations	23
Accident Insurance	23
Conference for Assistance to Non-Tenured Faculty Members	24
Promotions	24
Salary	25
Strikes	27
Validity	27
Effective Dates	28
Contract Documents	29
Supplemental Agreements	29
Termination of Agreement	29
Letters of Agreement	i through x
An Overview of CMU	xii through xiv

PREFACE

Central Michigan University and Central Michigan University District of Michigan Association of Higher Education recognize their responsibility under federal, state, and local laws relating to fair employment practices.

The University and the District recognize the moral principles involved in the area of civil rights and have reaffirmed in this negotiated agreement their commitment not to discriminate because of race, creed, sex, age, color, national origin, or for participation in, or association with, any collective bargaining agent.

The University and the District recognize the principles set forth in the A.A.U.P. 1940 Statement of Principles on Academic Freedom and Tenure using the "1968 Recommended Institutional Regulations on Academic Freedom and Tenure" as a guide and reaffirm in this negotiated agreement their commitment to those principles.

AGREEMENT

This Agreement entered into this 30th day of March, 1970 is between Central Michigan University (hereinafter referred to as "UNIVERSITY") and the Central Michigan University District of Michigan Association of Higher Education (hereinafter referred to as "DISTRICT").

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth agreements reached between the University and the District with respect to wages, hours, and other terms and conditions of employment for employees in the bargaining unit described in the Recognition clause below.

RECOGNITION

The University acknowledges the expressed desire of persons described in the bargaining unit described below to be represented by Central Michigan University District of Michigan Association of Higher Education as indicated in the election held on September 24, 1969, and does hereby recognize for the term of this Agreement said District as the collective bargaining agent with respect to wages, hours, and other terms and conditions of employment of the persons included in the following bargaining unit:

> "All full-time, full-salaried (10 or 12 months) Central Michigan University faculty who hold the rank of lecturer or above and who carry at least a one-half load in teaching and/or research, plus professional librarians, coaches, counsellors and department chairmen, and plus part-time faculty carrying at least two-thirds teaching load but excluding graduate assistants, visiting faculty, directors, coordinators, deans, vice presidents and president."

AID TO OTHER COLLECTIVE BARGAINING AGENTS

The University will not aid, promote or finance any collective bargaining agent which purports to engage in collective bargaining or make any agreement with such an agent for the purpose of undermining the District.

DEDUCTION OF DISTRICT DUES AND INITIATION FEES

(a) Payment by Deduction

During the life of this Agreement, the University agrees in accordance with, and to the extent of, any applicable State or Federal laws to deduct initiation fees, if uniformly required as a condition of acquiring membership in the District, and monthly membership dues in an amount established by the District, proportionately each pay period, from the wages due all members of the District who individually and voluntarily give the University written authorization to do so and shall forward such dues to the Treasurer of the District at an address furnished in writing to the University by the District on or before the seventh (7th.) day after each pay period. Such written authorization shall continue for the duration of this Agreement unless the employee gives written notice of termination to the University and the District at least fifteen (15) days prior to any pay period of this Agreement. The District agrees to indemnify and save the University harmless against any and all claims, suits, or other forms of liability arising out of the deduction of money for District initiation fees and District dues from an employee's pay. The District assumes full responsibility for the disposition of the monies so deducted once they have been turned over to the Treasurer of the District as set forth above.

The aforementioned authorization shall be in the following form:

CENTRAL MICHIGAN UNIVERSITY
Payroll Deduction Authorization

I, _____, hereby authorize the University to deduct from my earnings each bi-weekly payroll period the indicated amount and to remit this deduction to the needed agency.

Purpose of Deduction: _____ Effective Date: __/__/__

Amount of Deduction: _____ (or such change in amount as levied by the District after 30 days notice to the business office of the larger amount.)

Deduction to be Remitted to: _____

Dated: __/__/__ Signature _____ Soc. Sec. No. _____

(b) Deductions

Deductions shall be made only in accordance with the provisions of said Authorization for Deduction of Dues, together with the provisions of this Agreement. The University shall have no responsibility for the collection of initiation fees, membership dues, special assessments, or any other deductions not in accordance with this provision.

(c) Delivery of Executed Authorization of Payroll Deduction Form

A properly executed copy of such Authorization for Deduction of Dues form for each bargaining unit member for whom the District membership dues are to be deducted hereunder shall be delivered to the University before any payroll deductions are made. Deductions shall be made thereafter only under Authorization for Deduction of Dues forms which have been properly executed and are in effect. Any Authorization for Deduction of Dues which is incomplete or in error will be returned to the local District Secretary by the University.

(d) When Deductions Begin

Deductions under all properly executed Authorization for Deduction of Dues forms shall become effective at the time the application is tendered to the University and shall be deducted from the first (1st) pay period beginning after that date and each pay period thereafter provided the bargaining unit member has sufficient net earnings to cover such payment.

(e) Refunds

In cases where a deduction is made that duplicates a payment that an employee already has made to the District, or where a deduction is not in conformity with the provisions of the District Constitution or By-Laws, refunds to the bargaining unit member will be made by the District.

(f) Termination of Deduction

A bargaining unit member shall cease to be subject to deductions beginning with the pay period immediately following the month in which he is no longer a member of the bargaining unit. The District will be notified by the University of the names of such employees following the end of the pay period in which the termination took place.

(g) Disputes Concerning Deduction

Any dispute between the District and the University which may arise as to whether or not a bargaining unit member properly executed or properly revoked an Authorization for Deduction of Dues form, shall be reviewed with the bargaining unit member by a representative of the District and the designated representative of the University. Should this review not dispose of the matter, the dispute may be referred to the grievance procedure provided hereunder. Until the matter is disposed of, no further deductions shall be made.

(h) Limit of University's Liability

The University shall not be liable to the District by reason of the requirements of this Agreement for the remittance or payment of any sum other than that constituting actual deductions made from wages earned by bargaining unit members.

(i) List of Members Paying Dues Directly

The District will furnish the University within fifteen (15) days after the effective date of this Agreement, the names of all members paying dues directly to the District. Thereafter the District will furnish the University a monthly list of any changes.

(j) Disputes Concerning Membership

Any dispute arising as to a bargaining unit member's membership in the District shall be reviewed by the designated representative of the University and a representative of the District, and if not resolved, may be decided at the University Conference on Contract Grievances.

SPECIAL CONFERENCES

Special conferences for important matters will be arranged between the President of the District or his designate and the designated representative of the University upon request of either party. Such meetings shall be between a maximum of four (4) representatives of the University and a maximum of four (4) representatives of the District with more attending by mutual agreement of the parties. Arrangements for such a special conference shall be made in advance and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in a special conference shall be confined to those included in the agenda. Agreements may be reduced to writing at the request of either party and shall serve as precedent for future

similar issues. Special conferences shall not be used as a substitute for negotiation of agreements between the District and the University.

GRIEVANCE PROCEDURE

A grievance is an alleged violation of this Agreement.

Grievances shall be presented and processed as set forth below.

Faculty members are encouraged to work out claimed violations of this contract within their departments or through their department chairmen without resort to the informal or formal grievance procedure whenever possible.

A. Presenting An Informal Grievance (unwritten)

i. An aggrieved party shall ask the Office of the Provost for a personal conference for the purpose of resolving the matter. The conference shall be attended by a representative of the Office of the Provost. The aggrieved party may request the chairman of his department to attend. The representative of the Office of the Provost may request other members of the University administration to attend. If the aggrieved party feels that the matter might be solved by additional conferences, he may request one or more for this purpose. If a solution is achieved in the conferences, the matter shall be terminated. Any solution achieved at the informal stage of this grievance procedure shall not constitute a binding precedent in the settlement of similar grievances.

ii. If the matter is not resolved in A (i), the grievant may refer the matter to the District Committee on Contract Grievances which shall be established by the District. The grievant shall present his grievance to the District Committee on Contract Grievances. The Committee shall determine the following:

a. Whether the grievance arises out of a violation of this Agreement and, in addition, whether, as a matter of policy, the District wishes to pursue the grievance to the formal steps in the grievance procedure.

b. Whether there may be other ways to resolve the grievance than through the grievance procedure. If so, the District may attempt the use of other legitimate means to solve the grievance before continuing

with the grievance procedure, but in no event shall this clause be interpreted to mean that the District is empowered to work with authority higher than the Office of the Provost at this stage in this procedure.

If the District Committee for Contract Grievances has determined that the grievance arises out of the agreement; that, as a matter of policy, the District wishes to pursue the grievance and that the grievance procedure is the proper method to use for resolving the problem, the District Committee for Contract Grievances shall prepare a statement which:

a. states that the foregoing determinations have been made,

b. states the clauses in this Agreement which are the basis for the grievance, and

c. states the claim as to how this Agreement is being violated.

B. Presenting A Formal Grievance

Step One (1) Office of Provost (written)

If the grievant and the District wish to commence formal grievance procedures, the statement prepared by the District Committee on Contract Grievances must be presented to the Office of the Provost within sixty (60) calendar days after the occurrence of the grievance in order for the matter to be proper for the grievance procedure. This time limit may be extended by mutual agreement.

Following submission of the written grievance, a time for meeting between the grievant and the Office of the Provost shall be arranged. No longer than ten (10) calendar days shall elapse before the date and time for a meeting are set by the representative of the District Committee on Contract Grievances and the Office of the Provost. The time limit may be extended by mutual agreement.

The Office of the Provost will answer the grievance in writing within seven (7) calendar days from the date of the meeting at which the grievance was discussed unless the time limit is extended by mutual agreement. A grievance not appealed, as provided in Step 2 below, within ten (10) calendar days after the answer from the Office of the Provost shall be considered settled on the basis of the last answer and not subject to further review. The time limits may be extended by mutual agreement.

Step Two (2) University Conference on Contract Grievances

If the matter is not resolved at the first step, the District Committee on Contract Grievances shall meet and reconsider the matter. If after the meeting, the District Committee on Contract Grievances wishes to carry the matter further, it will, within ten (10) calendar days after the University's answer at the first step, refer the matter to the University Conference on Contract Grievances. The time limit may be extended by mutual agreement.

The District will prepare a record which will consist of the original written grievance prepared by the District, written answers to the grievance and other written records as there may be in connection with the matter together with any additional information and facts the District deems pertinent and forward the same to the Office of the Provost together with a notice that the answer of the Office of the Provost with respect to the grievance is not satisfactory.

The matter will then be submitted to the University Conference on Contract Grievances for disposition within fourteen (14) calendar days after the submitting of the aforementioned papers to the Office of the Provost. The time limit may be extended by mutual agreement.

The University Conference on Contract Grievances shall consist of two (2) representatives of the University and two (2) representatives of the District. The University and the District may each elect to have a third person present at the University Conference on Contract Grievances who will observe the proceedings and provide information, upon request, pertinent to the matter under consideration by the University Conference on Contract Grievances. Other persons may attend by mutual agreement.

If the University Conference on Contract Grievances is unable to reach an agreement settling the matter within thirty (30) days after the conference first meets to consider the matter, a mutually acceptable person from the academic community-at-large shall be chosen as a voting member of the conference. The expense, if any, of bringing in such a person will be paid equally by the University and the District.

The University Conference on Contract Grievances shall render a written decision.

OFF-CAMPUS COURSES

Whenever a class is planned for off-campus, the request for instructional staffing should be directed to the appropriate department chairman. No faculty member shall be permitted to teach more than one (1) off-campus course at a time exclusive of summer sessions, except for one (1) hour classes requiring minimum preparation taught at approximately the same time and place.

Courses for two (2) semester hours credit normally will meet for nine three (3) hour sessions and courses for three (3) semester hours credit normally will meet for twelve three (3) hour sessions.

Preference for such assignment is given first to CMU faculty. When all departmental resources have been exhausted, department chairmen may be permitted to teach an off-campus class. Acceptance of off-campus courses shall be voluntary.

When it is necessary to appoint an individual, other than a Central Michigan University faculty member, to teach a college credit course, the credentials of that individual shall first be approved by the appropriate department. A written request is subsequently approved by the department chairman, the dean of the school, the Dean of Graduate Studies (when necessary), and the Provost. Community college staff, with departmental approval, may be authorized to teach lower-level college credit courses.

A. Off-Campus Driving Regulations

Faculty members engaged in off-campus work shall be provided with University cars, where such are requested, within the number available. Each faculty member shall have the option of operating a state car if one is available or receiving ten cents ($.10) per mile if the faculty member chooses to drive his own car.

B. Off-Campus Procedures

Off-campus teaching is to be carried over and above the normal campus load. Requests to teach off-campus college credit courses will be transmitted by Off-campus Education to department chairmen. Assignments will be determined by departmental criteria.

Meal allowances for off-campus teaching shall be allowed according to the adopted University schedule.

C. Payment For Off-Campus Teaching

Bargaining unit members who teach off-campus courses for

college credit shall be compensated at the rate of $250.00 per semester hour of credit.

In addition, an energy increment to compensate for the fatigue of travel to off-campus bargaining unit members shall be paid at the rate of ten cents ($.10) per mile as shown by the State of Michigan Official Highway map using Off-Campus Education Headquarters as the point of origin and the location of the off-campus course as the destination.

When two to five faculty members are scheduled to teach in the same community on the same evening at approximately the same time, the transportation allowance is provided for one automobile.

CORRESPONDENCE COURSES

Certain courses described in the Correspondence Bulletin are offered for credit by correspondence. The chairmen of the departments shall assign certain faculty members who wish such work for specific courses. The rate for paying correspondence faculty has been established at at least $12.00 per semester.

The initiation of any credit course or any complete revision of an existing course shall first be authorized by departmental criteria and the Dean of Off-Campus Education.

The faculty member shall be paid at least $18.00 per credit hour for such complete revisions or at least $30.00 per credit hour for each new credit course.

All correspondence credit courses belong to the department offering the instruction, but syllabi and examinations are also deposited with Off-campus Education.

If an employee leaves the institution during the course of a class, another faculty member is assigned and payments are prorated.

No additional students are assigned after a faculty member's notice of separation has been accepted.

TEACHING OPPORTUNITIES ADDITIONAL TO SEMESTER TEACHING

Assignments for teaching in periods other than the two normal semesters shall be made with preference for such assignments being given to Central Michigan University faculty members who are appropriately qualified to teach the course offering. An individual

other than a CMU faculty member may be appointed so long as his credentials are first approved by the appropriate department.

MINI-SESSION

By mutual agreement between an individual bargaining unit member and the University, a bargaining unit member's teaching load may be reduced during a regular semester by that member teaching a load equivalent to the load reduction in the mini-session without additional compensation.

TEACHING LOAD AND RELATED RESPONSIBILITIES

Faculty shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable schedule. It is also recognized that faculty have such additional obligations as being available to students, assuming normal committee assignments, registration, engaging in research and community service.

ACADEMIC YEAR

The academic year consists of two semesters plus the time required to implement normally accepted attendant duties.

UNIVERSITY CALENDAR

The University Calendar, published by the University, and appearing in this contract, is a guide to events and would be changed only because of urgent reasons.

PROFESSIONAL AWARDS AND DISTINGUISHED PROFESSORSHIP

Distinguished Professional Awards

The University shall establish, for the 1970-71 academic year, four (4) Senior Distinguished Professional Awards and four (4) Junior Distinguished Professional Awards (CMU Senior/Junior Service Awards or CMU Senior/Junior Awards for Excellence). The Senior awardees shall be selected from members of the faculty or administration who hold the rank of professor or associate pro-

fessor. The Junior awardees shall be selected from members of the faculty or administration who hold the rank of assistant professor or instructor. Each Senior awardee shall receive $1,000.00; each Junior awardee shall receive $500.00.

Distinguished Professorship

In addition, the University and the District recognize the desirability of establishing a University Distinguished Professorship.

Two Committees Established

The parties, recognizing these principles, agree that two committees will be set up for the respective purposes of (1) studying the guidelines for giving the awards and (2) setting up of criteria and procedures relating to the distinguished professorships. Each committee shall consist of a representative of the District, two faculty members appointed by the University Senate, two full-time students appointed by the Student Senate and one member appointed by the President of the University.

SABBATICAL LEAVES

The District and the University believe that sabbatical leaves may be granted to faculty so long as the purpose of the leave is to further the interests of the University as well as of the faculty member.

SICK LEAVE

1. Grant of Sick-Leave Days

a. Yearly sick-leave allowances are granted to full-time bargaining unit members based on years of service in the bargaining unit at the University in the following manner:

Year of Service	Gross Sick Leave Days
1st	11
2nd	20
3rd	29
4th	38
5th	45
6th and up	six calendar months

Sick-leave days are granted according to the above schedule at the commencement of a bargaining unit member's duties for his contract period. Sick-leave days do not accumulate. However, sick-leave days do increase with years of service according to the schedule above.

b. Bargaining unit members who are part-time on a regular and permanent basis will be entitled to sick-leave benefits prorated on the basis of the proportion of the position to a regular full-time position. Bargaining unit members who work only a portion of a contract period will be entitled to sick-leave benefits prorated on the basis of the proportion of the period worked compared to a regular full-time contract position.

2. Use of Sick-Leave Days

a. Under the conditions of the sick-leave provisions, all regular or part-time bargaining unit members may use their sick-leave days in any month of the year in which they are scheduled on the payroll.

b. Amounts received by a bargaining unit member for a compensable injury (workman's compensation), social security and any disability income or continuation of income plan or program at the University are deducted from the sick-leave payment made to the bargaining unit member.

c. Each bargaining unit member desiring consideration for sick-leave benefits may be required to file with the University either a physician's statement or a sworn affidavit that the claim of sick-leave absence is *bona fide*. Until such statement is filed, if requested, all absences will be considered as lost time and the bargaining unit member's pay will be reduced accordingly.

d. Whenever a bargaining unit member has used up all of his sick-leave credit, he will be removed from the payroll until he reports back to duty, except as provided under the sick-leave bank provisions below.

e. All absences from work other than approved sick leave, other approved absences with pay, scheduled vacation days, and compensatory leave time will be without pay and proper deductions will be made from the bargaining unit member's paycheck.

f. Any regular or part-time bargaining unit member will be considered absent if he fails to appear for his regularly scheduled duties for one-half day or more because of illness or injury, and his sick-leave yearly account will be debited for that time he is absent from his duties.

3. Records and Reports

a. The Business Office shall maintain a sick-leave record on all employees. The record shall be credited with earned sick-leave credit each month and debited periodically as sick-leave benefits are used.

b. Bargaining unit members must notify their department chairman at the earliest opportunity, when they will be off work because of illness. The department chairman is charged with the responsibility of reporting to the Business Office of the University on each payroll report all absences in his department which are chargeable against sick-leave credit. This will be the original record from which the Business Office will secure the information for the permanent record. In addition, each department or division chairman shall report verbally to the Dean's Office faculty absences in this department for that day and service staff absences to the Business Office.

4. Definitions (For Purposes of Sick Leave)

a. Working Day

Any day of the week provided such a day is a scheduled working day for the bargaining unit member even though he does not have a class scheduled. A work week, for purpose of sick leave, shall be interpreted to mean any five (5) days of a regular work week determined by the individual faculty member's work schedule.

5. Sick Leave Bank

A sick leave bank is established for use by bargaining unit members in their fifth (5th) year of service or less. Two (2) sick leave days shall be deducted from the grant of sick leave granted to bargaining unit members in their fifth (5th) year of service or less. If any of these bargaining unit members should exhaust their grant of sick leave, he may draw pursuant to rules for allocation developed by the sick-leave committee from the sick-leave bank sick-leave days and use them as though they were his own sick-leave days.

A sick-leave committee is established for the purpose of developing rules for the use of the sick-leave bank and rules for allocating the right to withdraw sick-leave days from the sick-leave bank. This committee shall be composed of two (2) members appointed by the District and two (2) members appointed by the Provost.

Accumulated Sick Leave Under Former Sick Leave Provisions

A record shall be established of the number of unused accumulated sick-leave days credited to each bargaining unit member at the time the new sick leave provisions under this contract take effect. If at retirement the unused accumulated sick-leave days the bargaining unit member has on record would result in a larger payment under the "Sick Leave Policy Revised" passed by the University on April 4, 1969 than he would receive at retirement under the Retirement Benefit provision in this Agreement, then the bargaining unit member will receive as his Retirement Benefit under this Agreement, a sum equal to his retirement payment under the said April 4, 1969 University "Sick Leave Policy Revised".

FUNERAL LEAVE

A bargaining unit member will be given approved absence not to exceed three days in any fiscal year if any of the following relatives die:

1. spouse, children,
2. brothers, sisters, brothers-in-law, sisters-in-law,
3. parents, grandparents,
4. relatives living in the same household.

The exact length of the leave shall depend upon the requirement of the circumstances.

NECESSITY LEAVE

A bargaining unit member will be given an approved absence not to exceed two (2) days in any fiscal year for the following:

1. attendance at any funeral

2. business that cannot be attended to without missing a class. In such cases, the bargaining unit member shall make prior arrangement with his department chairman for the leave and will make an effort to have his class responsibilities met.

3. Illness of relative living in the same household. Whenever possible the bargaining unit member will give advance notice of his

leave to the Department Chairman and will make arrangements for the handling of his responsibilities to students.

4. Leave of Absence Without Pay

A leave of absence, without pay, is obtained only for special reasons such as poor health, advance study, etc. Each request is made to the department chairman who will refer the matter to the Dean of the School who will then forward it to the Office of the Provost. If the leave is recommended by the appropriate university official and approved by the Central Michigan University Board of Trustees, it will take effect.

5. Military Leave

a. Short Tours of Duty

Any regular full-time bargaining unit member shall, upon his request, be granted military leave of absence to engage in a temporary tour of duty with the National Guard or any recognized branch of the military service not to exceed fifteen (15) consecutive calendar days in any calendar year upon the following conditions:

1. arrangements for such leave are to be made with the Bargaining Unit Member's Department Chairman well in advance of the actual tour of duty; and

2. the bargaining unit member is to go on leave, whenever possible, at the convenience of the University; and

3. the University will pay the difference between a full-time bargaining unit member's military pay and his regular pay for up to 15 days when the member is on a leave for a short tour of duty for service in the National Guard, Officers Reserve Corps, or similar military organization.

b. Extended Service

Bargaining unit members who enter active military service in the armed forces of the United States or the Michigan National Guard under the provisions of Selective Service, by call to active duty, or by voluntary entrance in lieu thereof shall be entitled to a military leave of absence without pay for the period of time required

to fill his active military service obligation. This leave shall automatically terminate if the bargaining unit member remains in military service beyond his initial obligation or fails to report for work within one month after his release from the military service. A bargaining unit member timely reporting for work will be assigned a position dependent upon the positions available in the department to which the bargaining unit member was assigned prior to military leave. If it is not possible to assign a position to the bargaining unit member immediately upon his return from military leave, he may be granted an extended leave until the commencement of the following semester during which time the Office of the Provost will make a concerted effort to find a position for him.

6. Leave for Court-Required Service

Members of the bargaining unit who serve jury duty or who are subpoenaed as witnesses and are not parties to an action will be paid the difference between their regular pay and the amount received for serving as a juror or serving as a witness. A bargaining unit member is expected to report for regular University duty when his attendance at Court is not required either for the aforementioned jury duty or as a subpoenaed witness. A bargaining unit member should check with the payroll office at the University before serving as a juror or as a subpoenaed witness for instructions on the procedure for receiving the difference in pay.

7. Maternity Leave

Bargaining unit members who have completed their obligation under a ten (10) month contract may request a maternity leave (without pay) up to ten months or the beginning of the semester following the ten months period by writing to the Office of the Provost.

Application for reinstatement from this leave must be made at the time the leave is requested. The assignment upon her return will depend upon the positions available in the department to which the bargaining unit member was assigned prior to maternity leave. If it is not possible to assign the bargaining unit member to a position immediately upon her return from maternity leave, she may be granted an extended leave until the commencement of the following semester when she will be reinstated.

A bargaining unit member who has been on maternity leave may be requested to take and pass a physical examination before returning to work.

The bargaining unit member will not accrue vacation or sick time while on maternity leave.

The bargaining unit member must check with the payroll department of the University Business Office about maintaining group life insurance and hospitalization and surgical insurance during maternity leave.

A bargaining unit member returning from maternity leave desiring to begin work sooner than ninety (90) days following the birth of her child must obtain the consent of the Office of the Provost who may make certain reasonable conditions for this return.

A bargaining unit member returning from maternity leave shall be placed in the salary system at, or above, the rate she was receiving when she left.

LIFE INSURANCE

(a) Group life insurance is available to all bargaining unit members. Coverage includes a double indemnity clause in case of legitimate accidental death. Payments are made through payroll deductions. The University shares the cost of the insurance and guarantees that the bargaining unit member's share of the cost does not exceed the stated amount. The arrangements for insurance, including payments and the name of the beneficiary, are made through the Business Office. The insurance may be converted, if done within thirty-one (31) days after employment ends.

(b) The plan provides each insured bargaining unit member with an amount of level term life insurance equal to his basic salary or, at his election, twice his basic salary. If this amount of insurance is not an even multiple of $1,000.00, it is raised to the next higher $1,000.00 multiple to a maximum of $60,000.00.

(c) The approximate cost of this insurance to bargaining unit members is $.23 per pay period per $1,000.00 of coverage for 26 pay periods, or $.30 per pay period per $1,000.00 of coverage for 20 pay periods. Examples are as follows:

*Amount of Insurance	Cost Per Pay Period on Bi-Weekly Basis	
	20 Pays	26 Pays
$ 8,000	$2.40	$1.85
9,000	2.70	2.08
10,000	3.00	2.31
11,000	3.30	2.54
12,000	3.60	2.77
13,000	3.90	3.00
14,000	4.20	3.23
15,000	4.50	3.46
16,000	4.80	3.69
17,000	5.10	3.92
18,000	5.40	4.15
19,000	5.70	4.38
20,000	6.00	4.61
21,000	6.30	4.84
22,000	6.60	5.07
23,000	6.90	5.30
24,000	7.20	5.53
25,000	7.50	5.76

*Life insurance is in this amount. If accidental death should occur, the amount doubles.

The University, from time to time, negotiates with the insurance carrier and any increase in cost for such insurance will become part of the premium.

DISABILITY INCOME BENEFIT

The University will provide beginning on or before September 1, 1970, a Total Disability Income Protection Plan for members of the bargaining unit. The plan will provide, at least, that after a bargaining unit member has been totally disabled for a period of six months because of a disability caused by accident or illness, he will receive from the plan when integrated with his social security benefits, workman's compensation benefits, and any disability income or continuation of income plan or program at the University, at least fifty (50) percent of his ten (10) month salary with a maximum monthly payment of $1,200.00 for a period of two years while he is unable to perform his own occupation. After this two (2) year

period the plan will provide for continuation of payments if the bargaining unit member is unable to perform in a substantially gainful occupation. Benefits under the plan will not be payable beyond the attainment of age 65. Since the policy has not yet been negotiated with the carrier it is expected that there may be some minor limitations on benefits such as: war, intentionally self inflicted injury, participation in a crime, pregnancy problems, alcoholism, drug addiction, and certain types of nervous or mental diseases or disorders.

RETIREMENT

1. PARTICIPATION

Two retirement systems are offered at the University:

(a) Michigan Public School Employees Retirement Fund,

(b) T.I.A.A.—C.R.E.F.

Bargaining unit members must elect to participate in one of these retirement programs within ninety (90) days of the effective date of employment. If an election is not made within the ninety (90) day period, an irrevocable decision to participate in the Michigan Public School Employees Retirement Fund will be assumed to have been made. If the Michigan law is changed allowing a different election period, the parties will negotiate changes in this section accordingly.

2. MANDATORY RETIREMENT AGE

All participants in either retirement plan shall retire not later than at the end of the academic year in which they attain age seventy (70). The University may grant extensions of service beyond mandatory retirement age for definite periods not to exceed one year each.

RETIREMENT BENEFIT

Upon retirement at age 65, or above, a bargaining unit member will receive a retirement payment of one and one-half (1½) percent of the 10 month salary he received for his prior year of service multiplied times his number of continuous years of service at the University as a faculty member with rank or in a position covered by the bargaining unit description. Continuous years of service shall include leaves with pay and approved leaves without pay.

FEE REMISSION

Full-time bargaining unit members with a minimum of one year of service will be given the opportunity to take University courses during fall and spring semester, and under certain conditions receive a remission of their regular fee paid. This remission of fees applies only to regular fees charged all students for enrollment for a specified number of hours. All special or incidental fees, such as the $15.00 non-refundable fee, music fee, special courses fee, parking fees, etc., are not refundable.

Conditions for remission:

1. Not more than two courses and not more than six semester hours of credit will be allowed in any single semester.

2. After the course is commenced by the bargaining unit member, he must apply for the refund under University procedure.

HOSPITAL AND SURGICAL INSURANCE

The University agrees to pay the full single subscriber premium for Blue Cross-Blue Shield Hospital and Surgical Insurance (excluding major medical) M-75, or at least its equivalent for each member of the bargaining unit. Beginning January 2, 1971, the Blue Cross-Blue Shield MVF plan will be provided for this benefit, or at least its equivalent for each member in the bargaining unit.

VACATIONS

Full-time twelve-month bargaining unit members earn vacation allowance at the rate of one and two-thirds (1⅔) days per month for a maximum of twenty (20) days per calendar year. Arrangements are made with the Office of the Provost, or his designate, for the taking of vacations.

ACCIDENT INSURANCE

The University provides insurance for bargaining unit members traveling on official University business. Coverage includes a minimum of $25,000.00 for accidental death or dismemberment, and a $1,000.00 medical expense. Details of the insurance plan may be obtained from the Business Office.

CONFERENCE FOR ASSISTANCE TO NON-TENURED FACULTY MEMBERS

An individual conference for the purpose of assisting and evaluating each non-tenured bargaining unit member will be held at least once each year between each such member, his Dean (or designated representative) and his Department Chairman (or representative of his Department's Committee having jurisdiction over tenure and appointment questions). The meeting will be held each year prior to the end of the third week of the member's second semester of service.

PROMOTIONS

Criteria for Promotion

Department members shall develop criteria for promotions which shall be recommended to the Dean of the School and the Provost.

These criteria shall include considerations of contributions in teaching, research, creative, scholarly, and supplementary activities as guidelines for departmental recommendations for promotion.

The criteria developed by department members will be reviewed by the Dean and the Provost and will be approved if found satisfactory. If not satisfactory, the Dean and Provost will give their written comments on the criteria to the department for further development and recommendation.

If, after a reasonable amount of time, the department criteria are not approved by the Dean and the Provost, the Provost may request a person from the pertinent discipline from the academic community-at-large to review the criteria and make recommendations.

Evaluating the contributions of an individual faculty member shall be the responsibility of the department. A positive evaluation may be forwarded by the department chairman to the dean in the form of a recommendation for promotion. The recommendations will be reviewed by the Dean of the school and the Provost for the purpose of formulating their recommendations to the President.

Calendar for Promotions

Faculty members shall be considered for promotion in the spring of the year with actual promotion taking effect at the start of the next academic year.

The calendar for promotion shall be as follows:

Due in Office of the Dean	March 1
Due in Office of the Provost	April 1
Due in Office of the President	April 10

In exceptional cases such as when a faculty member is awarded an additional degree or makes a previously unawarded outstanding scholarly or creative attainment, he may be considered for promotion according to the following schedule:

	FALL	WINTER
Due in Office of Dean	Sept. 1	Jan. 1
Due in Office of Vice-Provost	Oct. 1	Feb. 1
Due in Office of President	Oct. 15	Feb. 15

The President shall present recommendations at the next regular meeting of the Board of Trustees. Faculty members will be notified of the status of the recommendation for promotion not later than three (3) days following the Board meeting. Salary adjustments for the promotions in the fall and spring shall have immediate effect.

Conference for Promotions Not Approved

Individuals whose promotions are not approved may request a conference, which will be granted, at the level where the promotion was denied for the purpose of explaining the reason for denial.

SALARY

Each bargaining unit member's minimum salary shall be determined by rank in the following manner:**

Professor

Seven and one-tenth (7.1) percent times his 1969-70 ten (10) month* salary plus $100.00.

Associate Professor

Seven and one-tenth (7.1) percent times his 1969-70 ten (10) month* salary plus $150.00.

Assistant Professor

Seven and one-tenth (7.1) percent times his 1969-70 ten (10) month* salary plus $200.00.

INSTRUCTOR

Seven and one-tenth (7.1) percent times his 1969-70 ten (10) month* salary plus $225.00.

**(All rates are for ten (10) month service only. Adjustment will be made for twelve (12) month service where appropriate.)

*1969-70 twelve (12) month salaries may be adjusted to the ten (10) month base by multiplying the twelve (12) month salary by 9/11ths.

In addition, no bargaining unit member by rank shall be paid less than the following sums:

Professor	$15,000.00
Associate Professor	12,000.00
Assistant Professor	10,000.00
Instructor	8,000.00

In addition to the amount described above, a member of the bargaining unit may also receive additional salary for meritorious service.

Each Dean shall be granted a sum of money which is shown following the name of his school:

Arts and Sciences	$34,460.00
Business	3,366.00
Education	10,815.00
Fine and Applied Arts	10,487.00
Health, Physical Education and Recreation	5,872.00

for rewarding meritorious service. These funds shall be distributed according to criteria set by the Council of Deans and the Provost. These criteria shall be published and distributed to each faculty member.

Merit awards shall be permanently added to a faculty member's salary.

Bargaining unit members required as a part of their duties to be at the University working with students while other bargaining unit members are not required to be at the University working with students shall receive additional compensation.

COMPENSATIONS FOR DEPARTMENT CHAIRMEN

A department chairman is assigned and responsible for the performance of administrative duties which continue throughout the

calendar year. He is not required to be on campus except at prescribed times provided his duties are properly performed. For the performance of these duties he is paid an annual salary supplement in the amount of $1,000.00 for the full calendar year. If the chairman serves only during the academic year, the salary supplement may be reduced. During the regular academic year his teaching load is adjusted to reflect the level of responsibilities and activity in his department.

A department chairman will normally be appointed to the regular session of summer school. Additional compensation for chairmen will normally be limited to the regular summer school session and will be determined at the established rate for that session. Teaching load will be adjusted when necessary. A department chairman who desires to be released from summer school responsibilities must have the consent of the dean of his school.

Procedures at the University for review of department and department chairmen are not superseded by this section.

STRIKES

The District, its officers, agents, affiliates, members and employees agree that so long as this Agreement is in effect, there shall be no strikes, sit-downs, slow-downs, stoppages of work, concerted effort not to meet classes, boycott or any unlawful acts that interfere with the University's operations. Any violation of the foregoing may be made a subject of disciplinary action and damage action, including discharge or suspension, and this provision shall not be by way of limitation on the University's right to any other remedy under law for such violation. This section shall not be subject to the grievance procedure under this Agreement.

VALIDITY

This Agreement shall be effective to the extent permitted by law and does not waive either of the party's position with respect to collective bargaining laws, but if any part thereof is invalid, the remainder shall nevertheless be in full force and effect.

EFFECTIVE DATES

(1) The salaries set forth in this agreement shall take effect at the beginning of the first semester of the 1970-71 University year. Nothing herein shall be construed to prevent the University from beginning payment of salaries prior to commencement of classes.

(2) The Letter of Agreement pertaining to early implementation of salaries shall take effect on ratification of this Agreement by the bargaining unit members and the Board of Trustees of Central Michigan University.

(3) The fringe benefits shall take effect on the date following the name of the benefit:

Sick Leave	August 24, 1970
Funeral Leave	August 24, 1970
Necessity Leave	August 24, 1970
Military Leave	August 24, 1970
Maternity Leave	August 24, 1970
Life Insurance	August 24, 1970
Disability Income Benefit	September 1, 1970
Retirement	August 24, 1970
Retirement Benefit	August 24, 1970
Fee Remission	August 24, 1970
Hospitalization and Surgical Insurance	August 24, 1970
Vacations	August 24, 1970
Accident Insurance	August 24, 1970

(The dates set out above shall not be construed to affect ongoing fringe benefit programs during the period between ratification and the date the program takes effect, nor shall they prevent the University from earlier implementation of programs.)

(4) Study Committees may be implemented as soon as is feasible,

(5) The remaining provisions in the Agreement shall take effect on August 24, 1970.

CONTRACT DOCUMENTS

The provisions herein contained constitute the entire Agreement between the parties together with the attached letters of agreement signed by the University representatives and the District representatives on the topics of: criteria for promotion, study committee on office space and equipment, snow tires, study committee on fee courtesy, study committee on sabbatical leave, study committee on teaching load policy, study committee on fringe benefits, faculty salary committee, Blue Ribbon Compensation Study Committee, and Salary Letter of Agreement.

SUPPLEMENTAL AGREEMENTS

All supplemental agreements shall be subject to the approval of the District and the University.

TERMINATION OF AGREEMENT

This agreement shall continue in full force and effect until 11:59 p.m. June 30, 1971.

If either party desires to terminate this agreement, it shall give written notice to the other party at least sixty (60) days prior to the termination date. If either party desires to modify one or more provisions of this agreement or desires to add provisions, it shall at least sixty (60) days prior to the termination date give written notice to the other party. The contract areas of modification or areas of additional provisions shall be set forth in the notice. If either party desires to add items to the list of modification areas or additional provisions, it may add these by giving notice of the same up to the time of the initial negotiating session which shall be held at least sixty (60) days prior to the termination date of the contract unless the contract is continued as provided below.

If notice as provided above is not given, this contract shall continue in full force and effect from year to year thereafter subject to notice of termination, modification or additional provisions as provided above.

Notice shall be in writing and shall be sufficient if sent by certified mail, return receipt requested, addressed, if to the District, to the place where Dues Deducted under this agreement are mailed and if to the University, addressed to the Office of the Provost.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon Gilchrist, *President*

Larry L. Thomas, *Secretary*

Thomas Brite

Edgar Briggs

Robert G. Clason

Louis Ecker

David Lawton

John Petras

Robert C. Waltmire

Alexander J. Zawacki

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd, *President*

Richard V. Dietrich

Curtis E. Nash

Frank S. Stillings

William Theunissen

W. Lyle Willhite

Charles J. Ping

LETTER OF AGREEMENT

Subject: Universal general criteria for promotion.

Faculty members shall be promoted as a result of their excellence in teaching or research, or in both and also as a result of their overall contributions and service to the University.

A member of the academic staff should:

- be evaluated as a successful teacher and should give evidence of professional growth and service;
- have a knowledge of his subject matter including contemporary developments in the field of specialization, measured by degrees and accomplishments;
- be capable of clarity of thinking and expression;
- be dedicated to teaching;
- have the ability to stimulate students to over-and-above required study;
- have the capacity to arouse intellectual curiosity in the student;
- have the ability to develop an attitude of self-improvement in the student;
- have the capacity for objectivity displayed by fairness and impartiality in both academic (e.g., fairness in testing, grading, advising, and counseling) and personal relationships with students and faculty;
- have an open-minded awareness of the relationships between his field of specialization and that of others;
- continue to grow in the field of specialization (study, reading, research, publication, performance and productivity) and show respect for the growth of others pursuing their disciplines;
- continuously strive to improve his teaching ability by adopting new approaches as they are proven successful, for more efficient teaching;

- have the ability to organize thoughts and materials systematically within a flexible framework which allows for, and adjusts to individual differences in students;
- have the willingness to adopt the educational philosophy of the University, and strive to achieve a philosophy of education in which both the general and specific purposes of education are carefully distinguished and apply them in a manner that will enhance the University philosophy;
- willingly respond to obligations required by administrative responsibility from the routine of supplying requested data to service on committees;
- according to his interests, serve as a judicious resource for student organizations, both academic and non-academic, and for the community-at-large (civic, federal, church, educational, business, professional, social, etc.).

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

LETTER OF AGREEMENT

Office Space and Equipment

It is agreed that it is desirable that faculty have office space and equipment adequate for their work. To this end it is agreed that a committee shall be established to study office space and equipment availability to faculty at the University and to make recommendations for a program to improve same.

The Committee shall consist of two members appointed by the District President and two members appointed by the President of the University. The Committee shall report to the President of the District and to the Provost.

Snow Tires

The University will request that cars assigned to the University by the State of Michigan Motor Pool be furnished with snow tires on the rear wheels.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

LETTER OF AGREEMENT

Special Study Committee on Fee Courtesy

Realizing the need for further study regarding "fee courtesies," the District and the University agree to establish a Special Study Committee to:

1. study fee courtesy arrangements in similar institutions,
2. recommend a set of policies for this University, and
3. recommend procedures for implementing policies if adopted.

This committee shall consist of:

two (2) members of the District appointed by its President
two (2) members of the University appointed by the Provost

This committee shall report to the Provost and to the President of the District.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boast

Charles J. Ping

LETTER OF AGREEMENT

A committee, which will consist of two members appointed by the District, two members appointed by the University Senate and two members appointed by the Provost of the University shall be established to:

1. review the current ongoing sabbatical policy of the University,
2. recommend future policy, and
3. recommend implementing procedures.

The committee shall report to the University.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boast

Charles J. Ping

LETTER OF AGREEMENT

A special study committee consisting of two members appointed by the District, two members appointed by the University Senate and two members appointed by the Provost of the University shall be established to:

1. review the current teaching load policy of the University,
2. recommend future policy, and
3. recommend implementation procedures.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

LETTER OF AGREEMENT

A Faculty Fringe Benefit Committee is to be established. It will be composed of two members appointed by the Provost and two members appointed by the President of the District. The Committee shall study the fringe benefit programs at the University and make recommendations considering the financial resources of the University. The Committee shall report to the President of the University and to the President of the District.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

LETTER OF AGREEMENT

A Faculty Salary Committee is to be established to function throughout the year for the purpose of studying salaries at Central Michigan University with respect to internal consistency, relationships to comparable institutions, approaches to equitable faculty compensation, and other salary matters which members of the Committee agree are pertinent to faculty salary consideration.

The Committee shall consist of three members appointed by the Office of the Provost and three members appointed by the District.

The Committee shall report to the President of the University and to the President of the District.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

LETTER OF AGREEMENT

Blue Ribbon Compensation Study

The University and the District recognize that the growth and development of the University will be affected by the compensation system in effect at the University. The University will make an effort to secure grant funds for the purpose of a compensation study of University compensation and for the purpose of recommending a compensation system that will promote the growth and development of the University and appropriately reward faculty for their efforts.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

SALARY LETTER OF AGREEMENT

If the agreement negotiated between the District and the University is ratified by the bargaining unit members on or before 11:59 p.m. March 25, 1970, the increases in ten-month salaries (including twelve-month salaries as adjusted from a ten-month basis) shall be implemented upon ratification by both parties. This means that bargaining unit members shall receive an amount equal to .3 of their base 1970-71 ten-month salaries (without merit, promotion or additional duties pay) as their salary for the last six pay periods of 1969-70 based on twenty pay periods. Bargaining unit members receiving ten-month salaries on the basis of 26 pay periods shall have their salaries adjusted to reach this result. Some small delay in mailing actual payment is anticipated because of bookkeeping problems. The University will make all reasonable efforts to make payment of the new salaries as soon as possible.

This salary letter of agreement shall not be construed to mean that there is any requirement on the part of any faculty member or the University to continue the faculty member's service at the University.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon H. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

LETTER OF AGREEMENT

It is agreed between the District and the University that if the right of a bargaining unit member to elect group life insurance in the amount of his salary rounded to the next thousand dollars or double his salary rounded to the next thousand dollars cannot be negotiated with an insurance carrier for the cost given at the negotiation table or cannot be implemented because of the requirements of the applicable state law, then ratification of the agreement negotiated between the University and the District shall authorize both parties to negotiate one or more additional benefits for the faculty within the said cost given at the negotiation table. These benefits would be a substitute for the improvement of the life insurance benefit.

FOR CENTRAL MICHIGAN UNIVERSITY DISTRICT OF MICHIGAN ASSOCIATION OF HIGHER EDUCATION

Gordon K. Gilchrist

Robert G. Clason

FOR CENTRAL MICHIGAN UNIVERSITY

William B. Boyd

Charles J. Ping

UNIVERSITY CALENDAR

Winter Semester 1970

Orientation*	Tuesday, August 25
Registration	Tuesday, August 25; Wednesday, August 26; Thursday, August 27; Friday, August 28
Registration for Saturday and/or Evening Classes	Saturday, August 29, or during regular registration on August 25, 26, 27 or 28
Saturday Classes Begin	Saturday, August 29
Regular Classes Begin	Monday, August 31
End of First Half of Fall Semester	Saturday, October 24
Thanksgiving Recess	12:00 Noon, Wednesday, November 25
Classes Resume	7:30 a.m., Monday, November 30
Semester Ends	Saturday, December 19
Commencement	Saturday, December 19
Saturday Classes	August 29; September 5, 12, 19, 26; October 3, 10, 17, 24, 31; November 7, 14, 21; December 5, 12

Spring Semester 1971

Orientation**	Monday, January 11
Registration	Tuesday, January 12; Wednesday, January 13; Thursday, January 14; Friday, January 15
Registration for Saturday and/or Evening Classes	Saturday, January 16, or during regular registration on January 12, 13, 14 and 15
Saturday Classes Begin	Saturday, January 16
Regular Classes Begin	Monday, January 18
End of First Half of Spring Semester	Saturday, March 13
Spring Recess	1:00 p.m., Saturday, March 13
Classes Resume	7:30 a.m., Monday, March 22
One-half day of Classes (a.m. only)	Good Friday, April 9
Classes Resume	7:30 a.m., Monday, April 12
Semester Ends	Saturday, May 15
Commencement	Saturday, May 15
Saturday Classes	January 16, 23, 30; February 6, 13, 20, 27; March 6, 13, 27; April 3, 10, 17, 24; May 1, 8

Interim (Mini) Session 1971

Three Weeks	May 17 through June 4

Summer Sessions 1971

Eight Week Session	June 21 through August 13
Six Week Session	June 21 through July 30
Two Week Postsession	August 2 through August 13

*For transfers and new freshmen who did not report for the summer orientation program; foreign students' orientation begins Monday, August 24.

**For all new students as of Spring Semester.

THE UNIVERSITY

Central Michigan University is a multi-purpose state university offering varied programs of undergraduate, graduate, professional and pre-professional work.

Founded in 1892, the school achieved university status in 1959. Today it is undergoing steady physical and academic growth in its rapid development as a university of major stature.

Central Michigan University is governed by an eight member Board of Trustees. The board is appointed by the Governor and confirmed by the State Senate.

DEGREES, 1969-70

Bachelor of Arts
Bachelor of Applied Arts
Bachelor of Science
B.S. in Business Administration
B.S. in Education
Bachelor of Music Education

Master of Arts (academic areas)	16 curricula
Master of Arts (education)	12 curricula
Master of Science	4 curricula

Master of Music
Master of Business Administration

Specialist (30 hours beyond Master's Degree):

Education	5 curricula
Psychological Services	2 curricula

Speech Pathology

FACILITIES, 1969-70

Main campus	871 acres
90 major buildings. Total plant valuation	$64.7 million
Library: Catalogued volumes and processed manuscripts	340,000
Total volume capacity	515,000

Beaver Island Facility
Neithercut Woodland

Approved for construction: Health, Physical Education and Recreation facility (1970)	$5.6 million

Under construction:

Speech and Dramatic Arts Building	$5.3 million
University Center expansion	$2.2 million

PERSONNEL, 1969-70

	FULL TIME	PART TIME
Administrative	91	1
Faculty	524	39
Maintenance and Food Services	379	9
Clerical	216	41
Graduate Assistants	88	4
Professional-Technical-Supervisory	86	3
Students		1,514

ENROLLMENT

On campus, fall, 1969	12,883
Undergraduate	11,731
Ratio, men to women	48-52%
Graduate	1,152
Michigan residents	12,623
Out of state	180
Foreign	80
Degrees awarded in 1968-69	2,444
Undergraduate	1,905
Graduate and Specialist	539
Off-Campus Education Program, 1968-69:	
Classes	677
Class centers	131

STUDENT HOUSING, 1969-70

Single students (dormitories):

17 residence halls accommodate 5,500 students. Four high-rise residence halls, accommodating 1,500 single students, are scheduled for completion during the 1969-70 academic year.

Single students (apartments):

96 permanent, furnished apartments.

Married students:

388 permanent, furnished apartments completed. 100 more scheduled for construction, beginning in 1970.

STUDENT FEES, 1969-70

(Full time per semester)

Undergraduate and graduate:	
Michigan resident	$210.00
Non-resident	$405.00
Off Campus, per credit hour	$ 25.00

OPERATING INCOME, 1968-69

State appropriations	$ 9,105,691
Auxiliary enterprises (residence halls, food commons, etc.)	6,568,026
Student fees	5,623,575
Gifts and grants	986,536
Department activities	406,228
Investment income	305,850
Other sources	78,302
Total operating revenues	$23,074,208

Cover Designer: Alexander J. Zawacki, Jr.
Associate Professor
Dept. of Art, CMU

Printer: University Press, CMU
Mt. Pleasant, Michigan

TO BUY: 50 cents (Send payment to Office of the Vice President for Public Services, CMU)